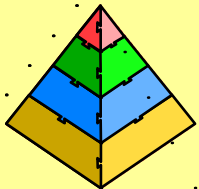


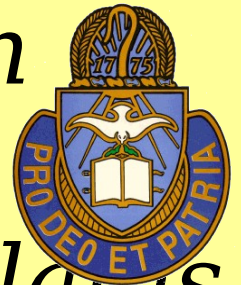


Building Strong and Ready Families

**Mobile Training Team Training
Fort Hood TX
17-19 April 2001**



*CH (LTC) Glen Bloomstrom
Family Ministry Officer
Office of the Chief of Chaplains*

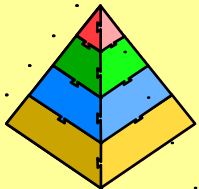




Building Strong and Ready Families

AGENDA:

- *Army Well Being – The Context*
- *Building Strong and Ready Families Program Snapshot*



*Pilot Program
The Family Life
Chaplain's Role*

What is Well-Being?

**Encompasses and
Expands
on the Concept
of “Quality of Life”**

Definition:

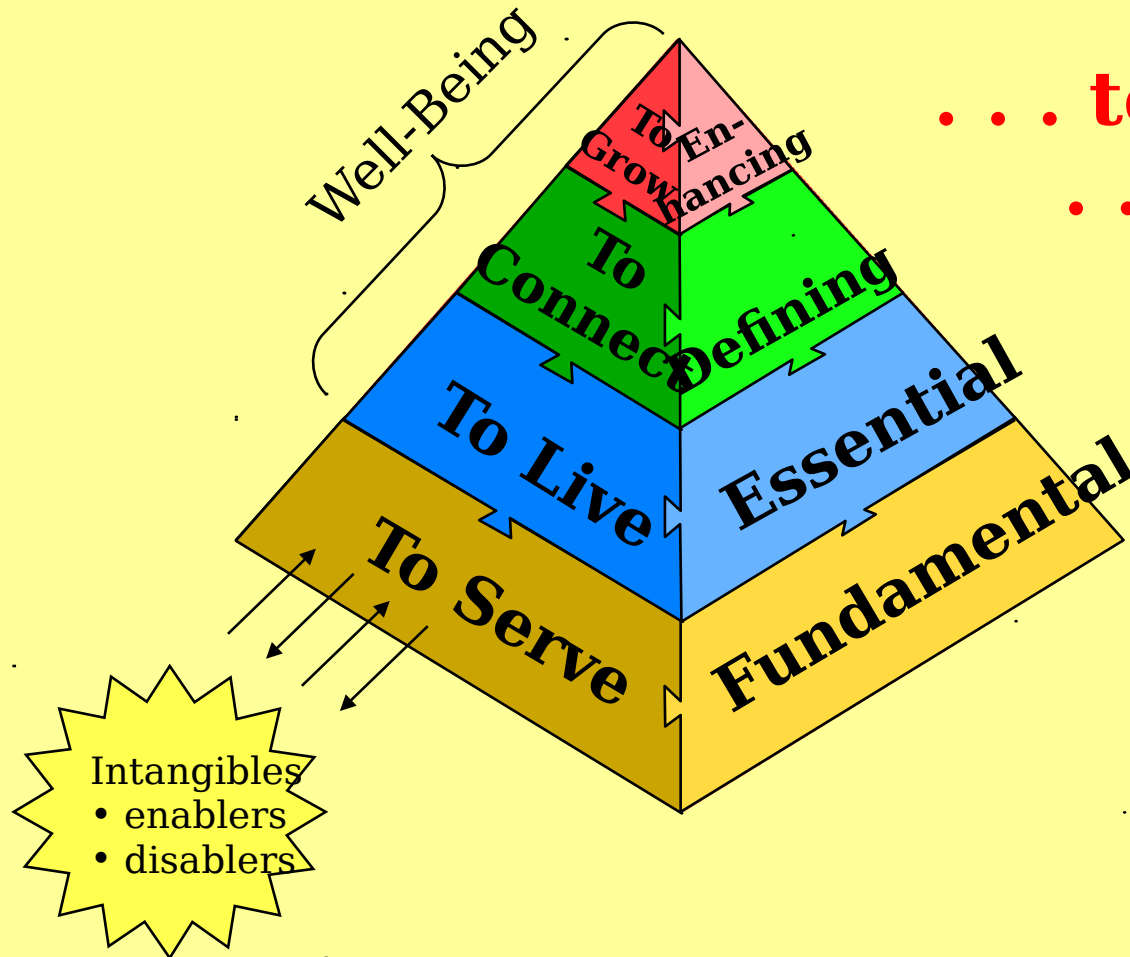
The personal -- physical, material, mental, and spiritual -- state of Soldiers, retirees, veterans, civilians, and their families that contributes to their preparedness to perform the Army's mission.

A Condition that results from **A System of Programs**

- Encompasses the entire Army Community
- Links individual needs with Army needs
- Acknowledges the entire breadth of individual aspirations

- Holistic Approach to Well-Being
- Integrates all associated programs
- Establishes goals, strategies and objectives
- Uses metrics to measure success
- Incorporates a marketing plan

Framework



... to live
... to connect
... to grow

Strategic Well-Being Goals . . .

Provide a competitive standard of living

for all Soldiers, civilians, and their families **(to live)**.


Provide a unique culture sense of community, and a record of accomplishment that engenders intense pride and sense of belonging amongst Soldiers, civilians, and their families **(to connect)**.

Provide an environment that allows Soldiers, civilians, and their families to enrich their personal life by achieving their individual aspirations **(to grow)**.

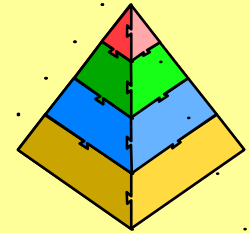
. . . are achieved by integrating a myriad of diverse Well-Being programs . . .

. . . establish the compensation and incentives mix required for . . .

**Readiness
Retention
Recruiting**

- 
- Command Programs
 - Pay and Allowances
 - Health Care
 - Housing
 - Education
 - Family Programs
 - Morale, Welfare, and Recreation

The “Human Dimension” of the Army’s Transformation demands . . .



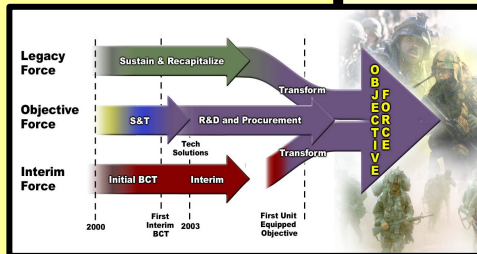
Well-Being is institutionalized for the Objective Force through these Programs.

. . . a rich mix of diverse Well-Being Programs . . .

Army Well-Being Goals

	Competitive Standard of Living (to live)	Pride and Sense of Belonging (to connect)	Enriched Personal Life (to grow)
Command Programs	X	X	X
Pay and Allowances	X		X
Health Care	X	X	
Housing	X		
Education	X	X	X
Family Programs		X	X
Morale, Welfare, and Recreation		X	X

Well-Being is personalized for our people through these Goals.

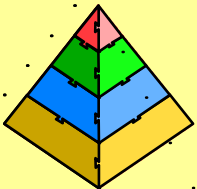


. . . that recognize the institutional needs of the Army cannot be adequately addressed without fostering self-reliance and meeting the personal needs and aspirations of its people.



BSRF Timeline

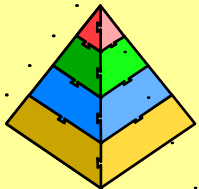
- ***Submitted as Well Being Initiative 5-00***
- ***Senior Leaders Briefed 5-00***
- ***AR 5-5 Funding for Study 7-00***
- ***Chief of Chaplains Briefing - AUSA 10-00***
- ***SLTC Briefing 1-01***
- ***POM validated for FY 03 (24 BDEs) 1-01***
- ***Pilot funded for FY 01 2-01***
- ***Family Life Chaplains Trained 3-01***
- ***Implementation Training 4-01***





Building Strong and Ready Families

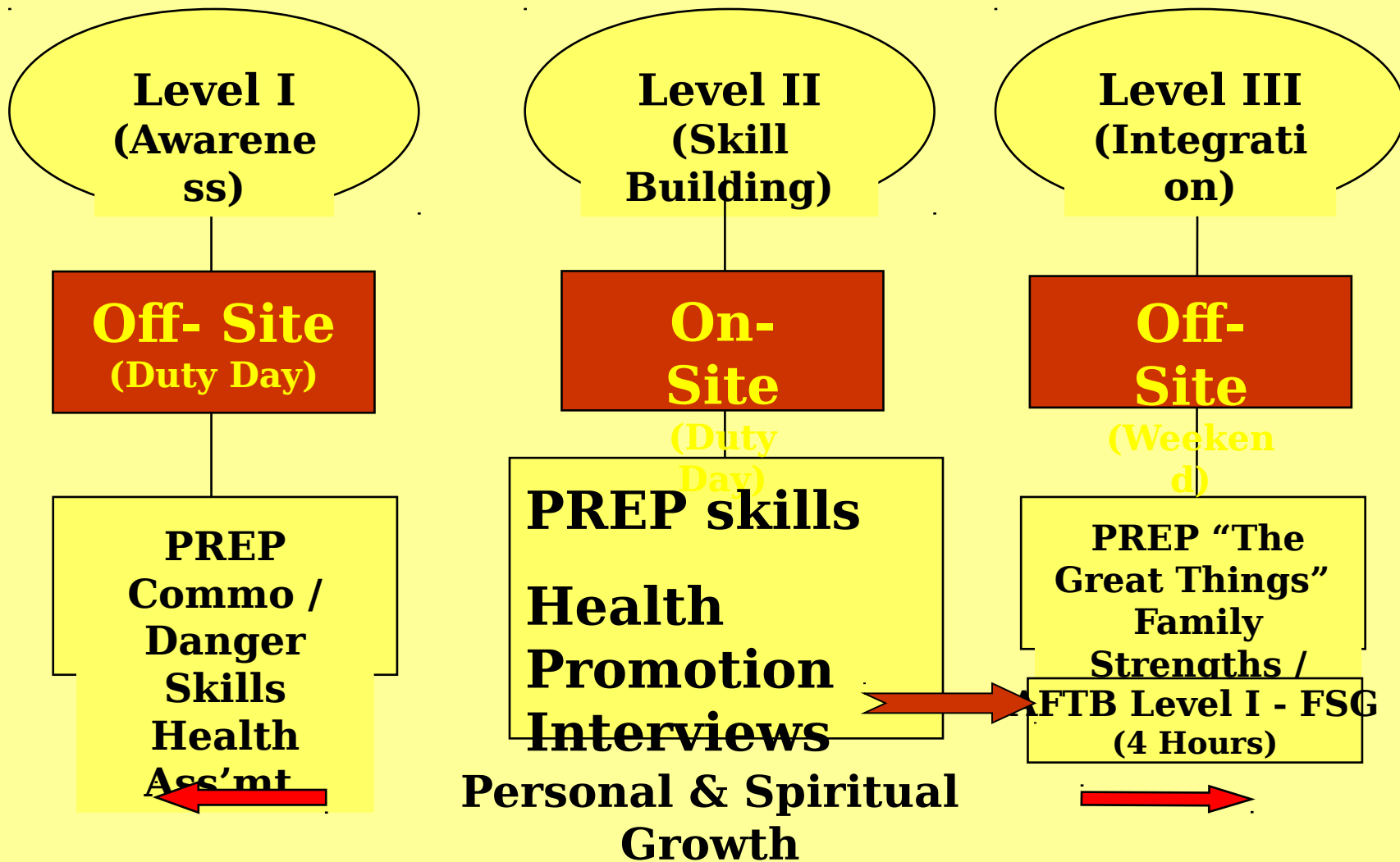
BSRF - A unit based prevention program of marital skill training & health promotion to strengthen individual and couple well being



- ***Positive Proactive -vs- Reactive Punitive***
- ***Strengthens Relationship Resilience***
- ***Chaplain Led***
- ***Supported by Health Promotion Specialists and other Community Helping Professionals***



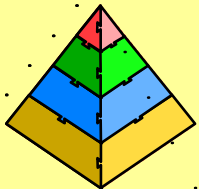
Building Strong & Ready Families





Prevention and Relationship Enhancement Program -- PREP

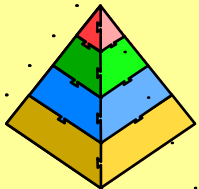
- ***Developed at the University of Denver***
- ***20 years of refinement***
- ***50 published research reports***
- ***3 Longitudinal studies over 5 years***
- ***International and multi-cultural***
- ***Skill based, easy to teach and understand***
- ***Trained at Army and Navy***





BSRF is Cost Effective

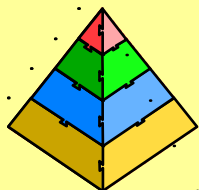
- ***Cost Per Brigade = \$30K per year (\$170 per soldier)***
 - ***Supplementary funding for spouses from NAF***
- ***Compared to:***
 - ***Total Cost to treat one substantiated case of spouse or child abuse is \$20K***
 - ***Early return of dependents \$10-\$25K***
 - ***Two TRICARE Family Counseling sessions \$180***



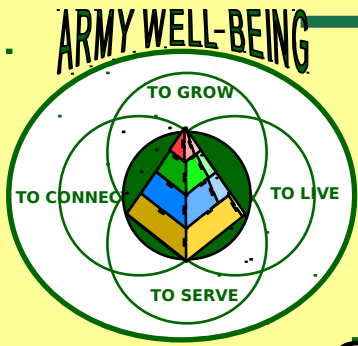


Program Costs

**Cost
Based
on 30
Couple
s
per
Iteration**

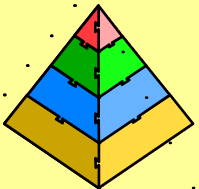


Training Materials Costs		Cost	Cost/ soldier
	Level 1	\$ 600	\$ 20.00
	Level 2	\$ 300	\$ 10.00
	Level 3	\$ 600	\$ 20.00
Conference Costs			
	Level 1	\$ 500	\$ 16.67
	Level 2	\$ 100	\$ 3.33
	Level 3	\$ 3,000	\$ 100.00
Total per Iteration =		\$ 5,100	\$ 170.00
Iterations per year =		6	
Cost Per year per Brigade =		\$ 30,600	



Deliverables

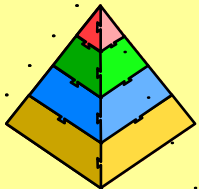
- ***Spousal “Buddy Care” Strengthened***
- ***Assist in Transition to Army Culture***
- ***Individual / Couple Help Seeking Strengthened***
- ***Pastoral Care Relationships Strengthened***
- ***Effective Platform for Community Resilience***
- ***Communicates Leader Care***
- ***Constant, Consistent Validated Program***
- ***Positive Proactive Initiative to Retain***
- ***Strengthens the **Human Dimension** of***





BSRF Pilot

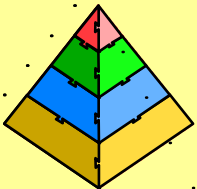
***Vice Chief of Staff approves \$500K
to conduct BSRF Pilot Program for
Funds will provide Pilot Training,
Program Evaluation Contract,
Program Material development
Program Operational funding for 1
3 Ft. Hood, 3 Ft. Bragg, 2 Ft. Drum
2 USARAK, 2 USAREUR,
5 in 25th ID Schofield Barracks, F***

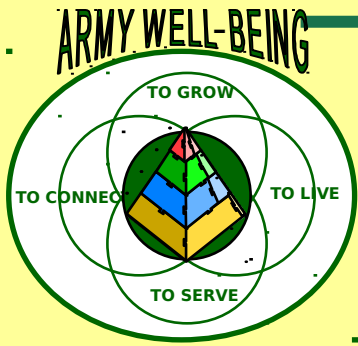




Mission - BSRRF Pilot

***Conduct BSRRF 3 year Pilot Program
in various locations,
demonstrate effectiveness with p
evaluation, capture best practices
posture it for implementation Ar***



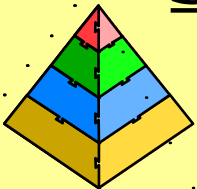


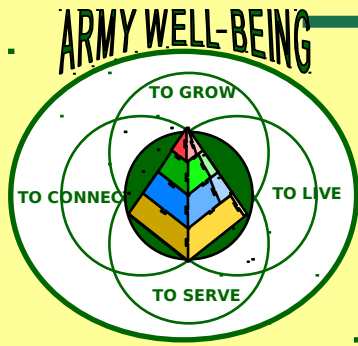
End State - BSRF Pilot

***Increased -- Coping skill development and
(Communication, Problem Solving, Conflict Resolution)
-- Relationship Resilience***

***Reduced Marital conflict, ERD,
reported family violence***

Successful Transition to The Army culture





Intent - BSRF Pilot

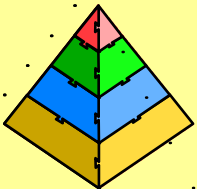
Develop and evaluate a pilot program that integrates marital education material and synchronizes it with key family support agencies in a positive preventive platform that soldiers and their spouses will want to attend voluntarily





Program Evaluation Aims

- ***Evaluate couples' level of satisfaction***
- ***Evaluate providers' (Chaplains) satisfaction***
- ***Evaluate short-term couple outcomes***
Pre / post-program, and 30 days post-program
- ***Evaluate couples' / providers' perceptions of command support***
- ***Evaluate couples' perceptions of Army interest in their broader well-being***

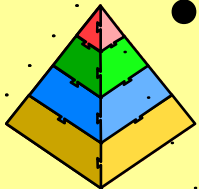




Program Evaluation

Aims, con't.

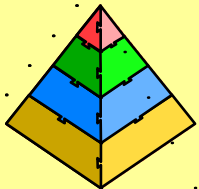
- ***Pilot methods of evaluating the cost to impact soldier effectiveness, organizational productivity, military readiness and retention***
- ***Collaborate on data collection***
Army Health Promotion
JAG to assess trends
- ***Evaluate the feasibility of group cost outcome evaluation on a wider level***
Report findings make recommendations





BSRF Pilot Challenges

- ***Compressed Implementation Schedule***
- ***Administrative Scheduling and Participant Recruitment***
- ***Coordination with Agencies***
- ***Funding / Contracting***
- ***Time (especially during first 12 months)***
- ***Child Care***
- ***“Not Invented Here” (NIH) or Too Closed to Pilot before it begins***



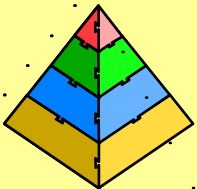


FL Chaplain and BSRF

- ***Consultant Role***

***Senior Chaplain and Leaders
Brigade UMT members
Community Agencies***

- ***Assist - initial Train Up***
- ***Reinforce Pastoral Counseling S***
- ***Plan for follow on opportunities***
- ***NOT primary trainer***

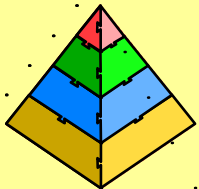




BSRF Conclusion

**The “Human Dimension”
of the Army’s Transformation
demands**

... that the institutional needs of The Army cannot be adequately addressed without fostering self-reliance and meeting the po needs and aspirations of its people.



Building Strong and Ready Families may be the Platform Commanders and Unit Ministry Teams can use to meet these critical needs and aspirations